

Document #4760A

6/12/86



# CITY OF BOSTON

Document #1760A

IN THE YEAR NINETEEN HUNDRED AND

EIGHTY-SIX

## AN ORDINANCE

### ESTABLISHING THE BOSTON EMPLOYMENT COMMISSION

Be it ordained by the City Council of Boston, in accordance with the provisions of Massachusetts General Laws Chapter 43B, Section 13, and any other applicable law, as follows:

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## AN ORDINANCE

1. Preamble: Policy of the City of Boston

2.  
3. WHEREAS there is a need to ensure that Boston residents receive  
4. maximum benefits from the growing private economy of their city and  
5. the economic resurgence of office, hotel, retail, institutional, and  
6. unsubsidized residential development, including the permanent jobs  
7. which emanate from this economic expansion;

8.  
9. WHEREAS there is unemployment and underemployment in the City  
10. of Boston, both among majority and minority residents;

11.  
12. WHEREAS Black, Hispanic, Asian and Native American residents of  
13. the City of Boston, as well as female residents have historically  
14. been underrepresented in the construction trades and unions in the  
15. City of Boston and such exclusion can and does exacerbate racial  
16. tensions as a result of the competition for employment  
17. opportunities;

18.  
19. WHEREAS the effect of high levels of unemployment and  
20. underemployment has a serious, substantial and deleterious effect

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1. upon all the neighborhoods of the City of Boston, resulting in the  
2. physical deterioration of neighborhoods, vandalism, and crime;  
3.

4. WHEREAS an Ordinance establishing the Boston Residents Jobs  
5. Policy, Ordinances of 1983, Chapter 30, was promulgated and was  
6. extended by the Mayor's Executive Order extending the Boston  
7. Residents Job Policy, dated July 12, 1985, which established  
8. Resident Construction Employment Standards to ensure employment for  
9. Boston residents, minorities, and women;  
10.

11. WHEREAS, it is the policy of the City to promote the employment  
12. of Boston residents, minorities, and women in permanent jobs with  
13. both major private employers and city government;  
14.

15. WHEREAS it is essential to the fulfillment of the Boston  
16. Residents Jobs Policy that projects and employment plans be  
17. monitored, that findings be made with respect to compliance, and  
18. that recommendations for sanctions be determined, and that this be  
19. done in a manner that protects the due process rights of all parties  
20. involved;

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1. WHEREAS such findings and recommendations should be made by an  
2. independent body composed of persons with an established commitment  
3. to equal employment opportunity;

4. WHEREAS, the following is declared to be in the public  
5. interest;

6. THEREFORE, be it ordained as follows:

### 7. 8. SECTION ONE: Definitions

9. For the purposes of this Ordinance, the following definitions  
10. shall apply, unless the context otherwise requires:

11. (1) "Best Efforts." The developer and contractors may rely on  
12. traditional referral methods in the hiring of journeymen,  
13. apprentices, advanced trainees, and helpers. In addition, whenever  
14. those traditional referral methods prove insufficient to meet the  
15. requirements of the Boston Residents Construction Employment  
16. Standards, the developer and contractors shall implement affirmative  
17. action steps which include at a minimum the following:

18. (i) Establish and maintain a current list of Boston resident,  
19. minority and female recruitment sources (e.g., community  
20.



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1. organizations) including, but not limited to, the Mayor's  
2. Office of Jobs and Community Services.

3. (ii) Whenever the developer and contractors have employment  
4. opportunities available, AND THEIR TRADITIONAL REFERRAL  
5. SOURCES CANNOT SUPPLY EMPLOYEES EQUAL TO THE BOSTON  
6. RESIDENT CONSTRUCTION EMPLOYMENT STANDARDS, maintain a  
7. record of written requests to these and other recruitment  
8. sources, including the Mayor's Office of Jobs and  
9. Community Services. A written record of responses to all  
10. requests for referrals must also be maintained.

11. (iii) Maintain a site application log on individuals interested  
12. in applying for jobs on the project. Maintain a current  
13. file of the names, addresses, and telephone numbers of  
14. each Boston resident, minority, and female referred to a  
15. developer or contractor by any community organization,  
16. including the Mayor's Office of Jobs and Community  
17. Services. Maintain a record of what action was taken  
18. regarding each individual who was referred to a union  
19. hiring hall and/or contractor, but was not hired. The  
20.

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1. developer and/or contractor shall document the reasons for  
2. such failure to hire.

3. (iv) Provide information upon request to the Compliance  
4. Division of the Mayor's Office of Jobs and Community  
5. Services regarding the above procedures.  
6.

7. (2) "Boston Employment Commission", hereinafter "Commission."  
8. There shall be in the City a board known as the Boston Employment  
9. Commission, consisting of five members appointed by the Mayor; the  
10. Commission shall have the powers and duties set forth in Section 4  
11. herein. The members of the Commission shall be deemed special  
12. municipal employees for purposes of Chapter 268A of the  
13. Massachusetts General Laws.

14. (3) "Boston Resident." Any person for whom the principal  
15. place where that person normally eats and sleeps and maintains his  
16. or her normal personal and household effects is within the city  
17. limits of the City of Boston.

18. (4) "Boston Resident Construction Employment Standards." The  
19. standards as contained below:  
20.

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(i) Fifty percent (50%) of all Worker-Hours on a craft-by-craft basis in Covered Projects shall be worked by Boston Residents;

(ii) Twenty-five percent (25%) of all Worker-Hours on a craft-by craft basis in Covered Projects shall be worked by Minority Persons;

(iii) Ten percent (10%) of all Worker-Hours on a craft-by-craft basis in Covered Projects shall be worked by females.

(5) "Boston Resident Permanent Employment Standards." The standards as contained below:

(i) Fifty percent (50%) of all permanent jobs in the City of Boston shall be filled by Boston residents;

(ii) Thirty percent (30%) of all permanent jobs in the City of Boston shall be filled by Minority Persons;

(iii) Fifty percent (50%) of all permanent jobs in the City of Boston shall be filled by females.



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(6) "Covered Projects." All projects, contracts, or agreements within the jurisdiction of:

(i) the Boston Residents Jobs Policy, Ordinances of 1983, Chapter 30 (hereinafter referred to as "Jobs Ordinance");

(ii) the Mayor's Executive Order Extending the Boston Residents Job Policy, dated July 12, 1985 (hereinafter referred to as "Jobs Order"); or

(iii) any subsequent ordinance or executive order, relating to Boston jobs policies, which specifically empowers the Boston Employment Commission and which may be hereafter duly adopted; but

(iv) Covered Projects shall not include projects, contracts, or agreements where: (1) the work will be either construction of or renovations to an area of 40,000 square feet or less and the building involving such construction or renovations is intended for industrial use, or (2) the work will be either construction of or renovations to an area of 10,000 square feet or less and the building

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1. involving such construction or renovations is  
2. intended for commercial use, or (3) the project is  
3. intended to employ less than six (6) construction  
4. workers.

5. (7) "Major Private Employer." Any private firm which employs  
6. at any one time more than five hundred people to work within the  
7. City of Boston.

8. (8) "Mayor's Office of Jobs and Community Services,"  
9. hereinafter "OJCS". The agency within the City of Boston government  
10. responsible for compiling compliance information in accordance with  
11. the Boston Residents Construction Employment Standards, as defined  
12. in Section 1(4) herein, and the Minority Business Enterprise/Women's  
13. Business Enterprise Programs.

14. (9) "Minority Business Enterprise/Women's Business Enterprise  
15. (MBE/WBE)." Any firm or business enterprise in which:

16. (i) The principals are members of a minority group  
17. or are females; and

18. (ii) Minorities or females own at least fifty-one  
19. percent (51%); and  
20.

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(iii) Minorities or females possess and demonstrate dominant control over management of such firm or business enterprise; and

(iv) Such firm or business enterprise is an on-going concern; and

(v) Minorities or females are substantial investors in such firms and business enterprise.

(10) "Minority Person" or "Minority." Any person who is Black, Hispanic, Asian, or Native American, as these terms may be defined by the United States Census Bureau, or, if not defined thereby, as these terms are defined by the Boston Equal Employment Opportunity Commission in its duly promulgated regulations.

(11) "Permanent Job." Any full-time position, or its equivalent, that an employer would fill year-round and continue to fill indefinitely in a particular location.

(12) "Voluntary Employment Agreement." Any plan to promote hiring of Boston residents, minorities, and/or women developed by private employers which addresses, at a minimum, plans to achieve hiring goals for new hires and vacancies.



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(13) "Worker-Hours." The sum total of all hours worked by all persons performing construction work.

### SECTION TWO: Scope of Jurisdiction

The Commission's jurisdiction shall extend to: (1) Covered Projects, as defined in Section 1(6) herein; (2) Voluntary Employment Agreements, as defined in Section 1(12) herein, developed by Major Private Employers or other employers within the City of Boston; and (3) matters under the jurisdiction of any subsequent ordinance or executive order, relating to Boston jobs policies, which specifically empowers the Boston Employment Commission and which may be hereafter duly adopted.

### SECTION THREE: Powers and Duties

(1) The Commission shall be charged with bringing Covered Projects into compliance with Boston Residents Construction Employment Standards, as defined in Section 1(4) herein. The Commission shall receive compliance information from QJCS, investigate noncompliance complaints, make compliance determinations, and where appropriate, issue sanctions as outlined in Section 9 herein. Compliance information may be gathered at any time by

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1. the Commission, and compliance determinations shall be made by phase  
2. for each Covered Project in accordance with Sections 5, 6 and 7  
3. herein. For projects under construction upon the adoption of this  
4. Ordinance, the Commission, in conjunction with the appropriate city  
5. agency, may also pursue remedies for noncompliance that arise  
6. through existing contracts and agreements or that exist pursuant to  
7. the Jobs Ordinance or Jobs Order.

8. (2) The Commission shall have the authority to require  
9. developers of Covered Projects to submit: (i) detailed plans that  
10. show how the developer intends to meet the Boston Resident  
11. Construction Jobs Standards; (ii) detailed plans that show how the  
12. developer intends to meet the Boston Resident Permanent Employment  
13. Standards; and (iii) detailed plans that show how the developer  
14. intends to meet MBE/WBE goals contained in City contracts or that  
15. arise from city, state, or federal laws, regulations, or policies.

16. (3) The Commission shall be charged with monitoring MBE/WBE  
17. goals contained in City contracts or that arise from city, state, or  
18. federal laws, regulations, or policies. The Commission shall  
19. receive compliance information from the Mayor's Office of Jobs &  
20. Community Services, and shall pursue appropriate remedies for

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1. non-compliance or recommend that the awarding authority or agency  
2. pursue such remedies.

3. (4) The Commission shall meet with representatives of Major  
4. Private Employers in the City for the purpose of reviewing  
5. voluntary, aggregate hiring goals set by said employers which  
6. promote job opportunities for minorities and city residents.

7. The Commission shall gather information on whether the  
8. aggregate goals are being met and shall encourage Major Private  
9. Employers to join in this collaborative effort.

10. The Commission shall use its best efforts to have a group  
11. representing the participating Major Private Employers issue a  
12. public report each year on the success of this effort and such  
13. voluntary business programs as summer jobs for youth, the Boston  
14. Compact and BostonWorks.

15. At least twice annually the Commission shall invite Major  
16. Private Employers or a subcommittee of Major Private Employers to  
17. make presentations to the Commission.

18. (5) The Commission shall have the authority to promulgate  
19. regulations, as to matters within the Commission's purview, after  
20.



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public notice, comment, and hearing and upon a majority vote of all members.

### SECTION FOUR: Composition

There shall be Five Members of the Commission, all of whom shall be appointed by the Mayor. Members of the Commission shall have a demonstrated commitment to equal employment opportunity. There shall be female and minority representation on the Commission. All members of the Commission shall be Boston Residents or shall maintain their principal place of business in Boston.

#### (1) Nominations

The Mayor shall seek nominations for membership from a wide range of individuals and organizations.

#### (2) Term of Office

Commission members shall be appointed to two-year terms, and members shall serve until their successors are duly appointed. Vacancies, other than by reason of expiration of terms, shall be

## AN ORDINANCE

1. filled by appointment by the Mayor for the balance of the unexpired  
2. term.

3.  
4. (3) Removal

5. The Mayor may remove a member for just cause by filing a  
6. written statement to such effect with the City Clerk. Reasons for  
7. just cause shall include but not be limited to a pattern of  
8. non-attendance, noncompliance with procedures established under  
9. Section 10 herein, failure to disclose conflicts of interest,  
10. incapacity due to illness, or conviction of a crime. The Mayor's  
11. determination that just cause for removal exists shall be  
12. conclusive.

13.  
14. (4) Chair

15. The Chairperson of the Commission shall be appointed by the  
16. Mayor, and shall serve a term of two years.

17.  
18. (5) Quorum

19. In no event shall a quorum be fewer than three members of the  
20. Commission.

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1. SECTION FIVE: Procedures

2. No actions or determinations under Sections 7, 8, 9, or 10  
3. shall be taken or made without adherence to the following  
4. administrative procedures:

5. (1) Notice to Parties. Any party subject to the jurisdiction  
6. and recommendation power of the Commission shall be given  
7. at least fourteen (14) calendar days notice of any hearing  
8. affecting its interests, such notice to be provided in  
9. writing and sent by mail, postage prepaid first class, to  
10. the party at its usual place of business.

11. (2) Method. Decisions to sanction shall require a majority  
12. vote of the membership of the Commission. The Commission  
13. shall adopt procedures, voted by a majority of all  
14. members, to establish the time, place, and manner for its  
15. members to meet and vote. Such procedures and revisions  
16. to such procedures shall be submitted in writing to the  
17. Mayor and OJCS within twenty-one (21) calendar days of  
18. their scheduled adoption.

19. (3) Public Meetings. A public meeting subject to the  
20. requirements of the Massachusetts open meetings law



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(M.G.L. ch. 39, §23) shall be held before the Commission conducts its final vote on any matter within its jurisdiction. All such public shall require reasonable notice under the circumstances to the general public in a newspaper of general circulation. At least seven days notice shall be the goal to be achieved when possible.

### (4) Records

The Commission shall record no less than: the time and place of each meeting; the topic(s) discussed in each meeting; members in attendance at each meeting; whether the meeting was open to the public; what nonmembers were in attendance; any votes taken; and any disclosures by members of conflicts of interest. Such record shall be maintained in good and legible condition by the chairperson, or his or her designee, and be available for inspection by any member of the public upon reasonable notice.

### SECTION SIX: Standards for Compliance

The Commission shall use the Boston Resident Construction Employment Standards to monitor compliance of Covered Projects with this ordinance. A Covered Project shall be deemed in compliance if

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1) the statistical monitoring data by phase shows compliance with the Boston Resident Construction Employment Standards, or 2) if the Commission determines that best efforts as defined in Section 1(1) herein, have been made to comply with the Boston Resident Construction Employment Standards.

### SECTION SEVEN: Determination of Compliance

The Commission, by vote of its membership, shall make determinations that Covered Projects comply with the Boston Resident Construction Employment Standards at four phases of the development process as follows:

Phase I: Twenty five percent complete;

Phase II: Fifty percent complete;

Phase III: Seventy five percent complete;

Phase IV: One Hundred percent complete.

"Percent Complete" shall be measured by the percentage of the total Worker-Hours expected to be worked on the project. Said percentage shall be monitored by the Commission and included in Monitoring Reports.

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1. SECTION EIGHT: Establishment of Escrow Fund

2. For each Covered Project, an Escrow Fund shall be established.  
3. The developer shall pay into the Escrow Fund an amount equal to  
4. one-tenth of one percent (.1%) of the total construction cost of the  
5. project as determined by the Commission. The Escrow Fund shall be  
6. held by an escrow agent selected by the Commission. All interest  
7. accrued by the fund shall remain in and become a part of the Escrow  
8. Fund. The Escrow Fund shall be held for the purpose of satisfying  
9. fines levied by the Commission in relation to the Covered Project.  
10. Subject to appropriation by the Mayor and approval by the City  
11. Council, any and all fines shall be collected for the benefit of the  
12. Neighborhood Jobs Trust, as established in Article 26B of the Boston  
13. Zoning Code, or similar entity If the Neighborhood Jobs Trust should  
14. cease to exist to be used for jobs training. Upon the completion of  
15. the Covered Project and a final compliance finding by the  
16. Commission, all monies in the Escrow Fund shall be released and  
17. returned to the person or entity designated by the developer of the  
18. Covered Project.

19.  
20. SECTION NINE: Sanctions



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1. The Commission shall have the authority to sanction the  
2. developers of Covered Projects for noncompliance with the Boston  
3. Resident Construction Employment Standards. The Commission shall  
4. invoke any or all four categories of sanctions:

5. (1) Fines to a maximum of three-hundred dollars (\$300.00) per  
6. violation to be levied against the Escrow Fund as  
7. established herein, provided that each day of  
8. non-compliance shall be considered a separate violation;
9. (2) Preclusions from the award of all municipal contracts, and  
10. competitions for public development rights for a period of  
11. time determined by the Commission;
12. (3) Sanctions as authorized by the Jobs Ordinance and  
13. incorporated in contracts;
14. (4) Certifications of Noncompliance which shall be forwarded  
15. to any or all local, state, and federal agencies and  
16. authorities.

17. The Commission may employ the sanctions contained in Sections 9(2)  
18. and 9(4) against any party who fails to meet Boston jobs policy  
19. provisions contained in any contract or agreement between such party  
20. and the City. The imposition of sanctions under this section shall

## AN ORDINANCE

1. not preclude and shall be in addition to the exercise of any action  
2. or sanction as authorized through contract or agreement.

### 3. 4. SECTION TEN: Certificate of Compliance

5. The Commission shall issue certificates of compliance and merit  
6. to all concerned municipal, state, and federal agencies and  
7. authorities for all individuals, organizations, partnerships, or  
8. corporations which have equalled or exceeded their compliance  
9. requirements. The holder of a certificate of compliance and merit  
10. shall be given favorable consideration in the award of municipal  
11. contracts and development rights.

### 12. 13. SECTION ELEVEN: Staffing

14. The Commission shall have staff consistent with the  
15. Commission's mission and purpose. The Director of CJCS shall be the  
16. Executive Director of the Commission.

### 17. 18. 19. SECTION TWELVE: Conflicts of Interest

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No member shall appear before or represent any person, firm, corporation, or other entity in any matter pending before the Commission. Members shall not participate in a meeting or a decision of the Commission on any matter in which they are directly or indirectly interested in a personal or financial sense. Any disqualification or disclosure of conflict of interest shall be entered into the records of the Commission.

### SECTION THIRTEEN: Severability

The provisions of this Ordinance are severable, and if any provision shall be held invalid or unconstitutional by a decision of any court of competent jurisdiction, such decision shall not impair, or otherwise affect, any other provisions of this Ordinance.

### SECTION FOURTEEN: Effective Date

This Ordinance shall take effect on July 1, 1986.

I HEREBY CERTIFY THAT  
THE FOREGOING, IF PASSED IN  
THE ABOVE FORM, WILL BE IN  
ACCORDANCE WITH LAW.

Robert H. H. H. H.  
CORPORATION COUNSEL



June 11, 1986

Mr. Joseph Noonan, Deputy Director  
for Finance and Administration  
Boston Redevelopment Authority  
One City Hall Square  
Boston, Massachusetts 02201

Dear Mr. Noonan:

As a result of our meeting of June 9, 1986 and subsequent telephone conversation, we are pleased to submit this proposal to assist the Authority in its review and assessment of existing procedures in respect to verification and monitoring of contractor compliance with employee statistic requirements, e.g., residency, minority and female guidelines. We jointly agreed that the major concerns encompass the following:

- . Completeness of data submitted by the contractors
- . Verification of underlying evidential matter
- . Accuracy of output under the present system of data processing

Based on the foregoing, we propose to perform the following procedures:

- . For a selected representative project, we will observe the processing, on a live basis, of the existing internal audit procedures and provide you with written commentary regarding such procedures;
- . In tandem with the foregoing, we will provide you with the framework of a procedures manual that will serve as the basis for the institutionalization of such procedures going forward;

Mr. Joseph Noonan

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- . We will perform an evaluation and provide commentary in regards to the automation of such procedures on an integrated basis in consideration of the BRA's control objectives.

We believe we can contribute in a very tangible fashion to the successful attainment of your objectives. In view of the fact that we have not been afforded the opportunity at this point to perform detailed scoping of the project, we are only in a position to provide you with a fee quote for such services on a composite hourly rate of \$60.00, including out-of-pocket expenses. If engaged to perform this work, we will prepare a detailed workplan at the outset for your approval which will identify hours by major task.

We are pleased to have this opportunity to provide you with additional services and would be happy to meet with you or your designee(s) to discuss further the scope of the project.

Very truly yours,

*Coopers & Lybrand*

ALP/ca

MEMORANDUM

June 12, 1986

TO: BOSTON REDEVELOPMENT AUTHORITY

FROM: STEPHEN COYLE, DIRECTOR

SUBJECT: ENFORCEMENT OF DOWNTOWN EMPLOYMENT AGREEMENTS

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On July 12, 1985 Mayor Raymond L. Flynn issued an Executive Order entitled "Extending the Boston Residents Jobs Policy" which extends the Boston Residents Jobs Policy to privately financed downtown projects. The Boston Redevelopment Authority included these requirements in the ground leases, disposition, and DIPP Agreements for projects reviewed subsequent to that day.

The Executive Order covers Development Impact Projects (linkage projects as defined in Article 26 of the Boston Zoning Code). The Executive Order requires submission to the Authority of a Boston Residents Construction Employment Plan which "ensures that on a craft by craft basis the following Boston Residents Construction Employment Standards are met:

- (1) at least 50 percent of the total employee workhours in each trade shall be by bona fide Boston residents;
- (2) at least 25 percent of the total employee workhours in each trade shall be by minorities; and
- (3) at least 10 percent of the total employee workhours in each trade shall be by women."

The Executive Order's requirements are enforced by prohibiting issuance of a building permit until the Director of the Authority certifies "that the project is consistent with the Boston Redevelopment Authority approved Boston Residents Construction Employment Standards as specified above for said project."

The process of centralizing administration of all employment agreements under the newly formed Mayor's Office of Jobs and Community Services (OJCS) has been initiated. To support this initiative, the Mayor proposed the establishment of an Employment Commission and the Authority agreed to fund, up to \$150,000, the start up costs of the monitoring program. The Boston Employment Commission enabling ordinance is currently before the Boston City Council for action.



It should be noted that the Authority's monitoring has been maintained through this transition period. In fact, since the execution of the Executive Order the Authority's Compliance staff have had at least 128 meetings with downtown development teams, made more than 200 site visits to covered projects, sent over 600 letters to verify residency, and received and reviewed 3,346 weekly payrolls from covered downtown projects. These efforts do not include the letters, calls, meetings and visits made by the principal staff.

The staff is now conducting a preliminary review of all records. In the proposed ordinance, on Boston Employment Commission compliance determinations and sanctions are made in phases, on a two-step basis. At 25, 50, 75, and 100% of completion, compliance is determined by two tests. The first test is numerical: if a project exceeds its employment goals, it is in compliance. The second test is subjective: Did the developer make best efforts to comply? If yes, the project may be found in compliance.

With twelve covered projects already under construction, the open question today is not monitoring, but rather enforcement of agreements for projects presently under construction. Having reviewed the situation in some detail, we are proposing the following enforcement strategy to the Authority for its consideration and action. We should take these steps because several more of the projects will soon pass the critical 25% threshold of completion, and it is vitally important to the long term credibility of this policy that these first thresholds are not passed without thorough review of compliance efforts to date and sanctions where appropriate. Therefore, we recommend the following actions:

1. That the Authority should retain the firm of Coopers & Lybrand to conduct a complete and systematic review of all data relating to compliance with the Mayor's Order from July 12, 1985 to June 1, 1986. Included in this review should be specific recommendations to improve the public sector's systems for monitoring and reporting compliance data.
2. That development teams whose projects have passed the 25% (or 50%) completion thresholds by June 1, 1986 be notified of the Coopers & Lybrand review, and that following staff discussions with the teams, hearings be scheduled before the Authority to determine compliance with the terms of the applicable agreements.

3. That in conducting this review we should act as if the framework for determinations of compliance established in the proposed Boston Employment Commission applies to these projects.
4. That following staff and Authority review of performance that the Authority consider direct and appropriate legal action to obtain enforcement of the agreements.

With your concurrence in this approach we will notify the above-referenced teams that they do not appear to be in compliance and that we intend to conduct and complete the Coopers & Lybrand study, and an administrative review of their performance

In the event that an Employment Commission is not adopted by the Council along the lines of the Mayor's order, it may be necessary for the Authority to retain its supervision of its employment agreements. In the absence of established sanctions, we would recommend applying the standards proposed by the Mayor, with any monies received paid to the Neighborhood Employment Training Trust Fund. An appropriate resolution follows:

VOTED: That the Director is authorized to execute a 90-day consultant services contract with Coopers & Lybrand, for a contract fee of \$60 per hour, and total contract amount not to exceed \$25,000, to complete a systematic review of all existing procedures in respect to verification and monitoring of contractor compliance; and further.

VOTED: In order to conduct this preliminary review of the compliance posture of downtown developments, the Authority hereby adopts the interim standards for determining compliance as set forth in Sections 6 and 7 of the Mayor's proposed ordinance (Boston Employment Commission) now pending before the City Council. A copy of said proposed ordinance is attached hereto as Exhibit "A".





CITY OF BOSTON • MASSACHUSETTS

OFFICE OF THE MAYOR  
RAYMOND L. FLYNN

May 21, 1986

TO THE CITY COUNCIL

Dear Councilors:

I hereby transmit for your consideration and approval an ordinance that would establish the Boston Employment Commission.

As you know, Boston is experiencing unprecedented growth in our downtown economy. The billions of dollars invested in new and ongoing commercial enterprises are creating a vast array of potential opportunities for the people of Boston. Too frequently, the people of this city are prohibited from participating in the vitality of the downtown area, kept away by wide gaps in access and skills. Through our expanded Boston Jobs for Boston Residents policy, we have created a bridge over these gaps in income and opportunity that separate downtown from many neighborhoods. Now, we need a mechanism to maintain and strengthen that bridge; to widen it and ensure speedy passage for increasing numbers of neighborhood residents. The five-member Boston Employment Commission will be a critical part of this mechanism.

We are making important progress in Boston. Within City Hall, for example, the municipal workforce every quarter grows more and more representative of the diverse municipal population it serves. Yet, much more remains to be done. Too many residents in too many areas are still being left behind in an era of unprecedented economic expansion. In my discussions with business leaders and neighborhood residents alike, it was made clear to me that we need institutionalized measures to help ensure -- in a way that is fair, consistent, and predictable -- that neighborhood residents share in the benefits of the economic growth in their city.



City Council  
May 21, 1986  
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Together we can build enduring bridges of opportunity in our city, linking downtown with the neighborhoods and linking one neighborhood to the next.

In this spirit, I urge your speedy consideration of the enclosed ordinance.

Sincerely yours,

*Raymond L. Flynn*  
Raymond L. Flynn  
Mayor of Boston

encl.  
613-j